St. Joseph's School - Anti-Bullying Policy

Bullying can be defined as repeated aggression whether it is verbal, psychological or physical which is conducted by an individual or a group against others. It is behaviour which is intentionally aggravating and intimidating. It includes behaviour such as teasing, taunting, threatening, hitting, exclusion or extortion by one or more pupils against a victim.

Bullying behaviour thrives in an atmosphere of uncertainty and secrecy in which the victim often feels a sense of hopelessness. Isolated incidents of aggressive behaviour, while not to be condoned, cannot be described as bullying. In St. Joseph's all pupils will be consistently told to "tell an adult" if they are being bullied. In September each year each teacher will carry out work on this area with their class.

Indications of bullying

a. Anxiety about attending school.
b. Deterioration in educational performance.
c. Pattern of physical illness.
d. Unexplained changes in mood or behaviour.
e. Visible signs of anxiety or distress.
f. Possessions missing.
g. Increased requests for money.
h. Unexplained bruising.
i. Reluctance to say what is troubling him/her.

These are all signs of a variety of problems as well as bullying.

Procedures for noting and reporting incidents

a. If parents have concerns about their child being bullied they should inform the class teacher.
b. Reports of bullying either from parents or Staff members should be recorded. The teacher should investigate and act appropriately. If the teacher suspects that bullying occurred the Principal/Deputy Principal should be informed.
c. Parents of those involved should be notified and given an opportunity to discuss the matter by the Teacher.
d. It should be made clear that children reporting incidents of bullying are acting responsibility.
e. A record should be kept of how the matter was handled and the outcome. When the class moves on the succeeding teacher should be informed of any problems that existed. This will be kept in each teachers file as a Record of Reported Incidents.

Procedures for investigating and dealing with bullying

a. Calm, unemotional, problem solving approach.
b. Incidents are best investigated outside of the classroom situation.
c. Teachers should speak separately to the children involved.
d. Members of a gang should be met separately and as a group.
e. Parents should be informed where it has been determined that bullying has occurred.
f. Check with the child/parents of the child bullied later to check that no further difficulties have arisen

St. Joseph's School

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Anti-Bullying Procedures

Our school commits to principles of:

- Positive school culture
- Effective leadership
- School wide approach (management, staff, pupils, parents)
- Shared understanding of bullying and its impact
- Implementation of education and prevention strategies
- Effective supervision
- Supports for staff
- Consistent recording & follow up
- On-going evaluation of the effectiveness of policy
- Remember it is compulsory to stay safe
- Teen help … Explicitly deal with cyber-bullying
- Emphasis on resolving & restoring good relationships

Where it is determined that bullying has occurred –

1. Notification of parents (both)

2. Compilation of relevant records (Appendix 3)

Once per term Principal reports to Board of Management

- No. of cases + * that these have been or are being dealt with Annual review by Board of Management